The International Deans Course
Africa and Southeast Asia (IDC) –
a brief overview
Many if not most university deans are not properly prepared for taking over their job as dean. The same is true for heads of departments. Very profound changes in higher education with respect to university governance, strategic management etc. Fundamental transformation of the world.
Short-term objective

- Provide for an opportunity for new deans
  - to reflect on their role
  - To discuss the challenges
  - To acquire some of the skills needed
  - to learn about challenges in other countries
Long-term objectives

– Strengthen faculty management
– Strengthen those who move towards other leadership functions within universities
– Support the growth of strong higher education policies
– Strengthen their capacity to provide high quality teaching, research and community service
– Strengthen universities to have a regional impact
– Strengthen links of individuals and universities in Africa, Asia and Latin America with German institutions
Methods

• Mix of methods: lectures, discussions, peer consulting, case studies
• Three meetings in order to facilitate deepening of learning
• Relationships and trust as basis of learning about leadership
• Project action plans as key idea to connect meetings and ensure the development of skills
Lessons learnt

• Institutional cooperation to run the program very valuable
• Long-term collaboration important to allow for institutional learning
• Selection criteria at the centre of important debates
• “Personal action plan” versus “project action plans” as a symbolic problem
• Replication activities very valuable
• Institutionalization of higher education management expertise helpful
Open questions

- How can the need to have more training for deans be systematically addressed?
- Should the IDC be expanded to address the level of rectors/vice rectors, vice chancellor or deputy vice chancellor?
- How can those who offer training work (more effectively) together?